

No Fear Act Report

Data as end of March - Second Quarter of the Fiscal Year
Report POC: Air Force Personnel Center, Randolph AFB, TX

Complaint Activity	Compared Data					
	2009	2010	2011	2012	2013	2014
Number of Complaints Filed in Fiscal Year	507	548	617	485	407	207
Number of Complainants	452	477	553	457	397	204
Repeat Filers	36	54	44	25	9	3

Complaints by Basis	Comparative Data					
	2009	2010	2011	2012	2013	2014
Race	209	197	239	181	159	87
Religion	18	16	20	18	18	4
Retaliation	226	274	288	205	164	90
Sex	187	165	168	161	138	50
National Origin	65	65	51	57	39	25
Color	45	59	56	43	44	22
Age	134	151	182	138	117	57
Disability	120	135	208	138	106	58
Equal Pay Act	6	5	5	3	3	2

Complaints By Issues	Comparative Data					
	2009	2010	2011	2012	2013	2014
Appointment	16	23	41	30	22	5
Assignment	63	76	91	75	66	38
Awards	11	10	10	13	11	9
Conversion	0	1	3	1	0	0
Disciplinary Action - Demotion	2	3	1	1	4	0
Disciplinary Action - Reprimand	28	23	30	24	34	15
Disciplinary Action - Suspension	26	29	31	33	39	10
Disciplinary Action - Removal	9	14	9	19	10	1
Disciplinary Action - Other	20	33	33	37	33	10
Duty Hours	21	27	21	26	15	9
Evaluation/Appraisal	115	93	101	75	47	29
Examination/Test	2	2	2	3	2	0
Non Sexual Harassment	141	171	169	170	136	69
Sexual Harassment	28	21	22	23	34	9
Medical Examination	4	9	4	6	4	8
Pay Including Overtime	23	21	29	20	14	8
Promotion/Non-Selection	107	85	97	57	62	33
Denied Reassignment	13	10	12	8	7	7
Directed Reassignment	16	28	21	20	24	12
Reasonable Accommodation	24	27	46	26	34	26
Reinstatement	0	3	3	2	2	0
Retirement	4	2	5	3	2	1
Termination	34	42	54	43	29	16
Terms/Conditions of Employment	52	72	86	68	53	23
Time and Attendance	35	26	33	30	28	20

Training	21	26	35	39	24	11
Other	125	150	157	129	89	41

Processing Time	Comparative Data					
	2009	2010	2011	2012	2013	2014
Complaints Pending During Fiscal Year						
Average Number of Days in Investigation Stage	199	204	224	260	268	229
Average Number of Days in Final Action Stage	326	351	227	304	234	278
Complaints Pending During Fiscal Year Where Hearing was Requested						
Average Number of Days in Investigation Stage	212	206	232	262	280	226
Average Number of Days in Final Action Stage	203	105	137	180	72	66
Complaints Pending During Fiscal Year Where Hearing was not Requested						
Average Number of Days in Investigation Stage	187	204	215	255	261	231
Average Number of Days in Final Action Stage	403	480	308	441	390	423

Complaints Dismissed by Agency	Comparative Data					
	2009	2010	2011	2012	2013	2014
Total Complaints Dismissed by Agency	61	88	84	66	54	26
Average Days Pending Prior to Dismissal	60	114	63	95	40	134
Total Complaints Withdrawn by Complaints	48	50	70	56	40	24

Total Final Action Finding Discrimintaion	Comparative Data					
	2009	2010	2011	2012	2013	2014
Total Number Finding	2	2	4	7	2	0
Without Hearing	1	1	0	0	2	0
With Hearing	1	1	4	7	0	0

Findings of Discrimination Rendered by Basis	Comparative Data					
	2009	2010	2011	2012	2013	2014
Total Number of Findings	2	2	4	7	2	0
Race	0	1(50.00%)	2(50.00%)	0	0	0
Religion	0	0	1(25.00%)	0	0	0
Retaliation	2(100.00%)	1(50.00%)	0	6(85.71%)	2(100.00%)	0
Sex	0	0	2(50.00%)	0	0	0
National Origin	0	0	0	0	0	0
Color	0	1(50.00%)	0	0	0	0
Age	0	0	1(25.00%)	1(14.29%)	0	0
Disability	0	0	1(25.00%)	0	1(50.00%)	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Basis	Comparative Data					
	2009	2010	2011	2012	2013	2014
Findings After Hearing	1	1	4	7	0	0

Race	0	0	2(50.00%)	0	0	0
Religion	0	0	1(25.00%)	0	0	0
Retaliation	1(100.00%)	1(100.00%)	0	6(85.71%)	0	0
Sex	0	0	2(50.00%)	0	0	0
National Origin	0	0	0	0	0	0
Color	0	0	0	0	0	0
Age	0	0	1(25.00%)	1(14.29%)	0	0
Disability	0	0	1(25.00%)	0	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Basis	Comparative Data					
	2009	2010	2011	2012	2013	2014
Findings Without Hearing	1	1	0	0	2	0
Race	0	1(100.00%)	0	0	0	0
Religion	0	0	0	0	0	0
Retaliation	1(100.00%)	0	0	0	2(100.00%)	0
Sex	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Color	0	1(100.00%)	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	1(50.00%)	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Issues	Comparative Data					
	2009	2010	2011	2012	2013	2014
Total Number of Findings	2	2	4	7	2	0
Appointment	0	1(50.00%)	0	0	0	0
Assignment	0	0	1(25.00%)	2(28.57%)	0	0
Awards	0	0	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	0	0	0	1(14.29%)	0	0
Duty Hours	0	0	0	1(14.29%)	0	0
Evaluation/Appraisal	0	0	1(25.00%)	3(42.86%)	0	0
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	0	1(50.00%)	2(50.00%)	1(14.29%)	1(50.00%)	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	1(14.29%)	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	1(14.29%)	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	1(50.00%)	0
Terms/Conditions of Employment	0	0	0	1(14.29%)	0	0
Time and Attendance	1(50.00%)	0	0	2(28.57%)	0	0
Training	0	0	1(25.00%)	1(14.29%)	0	0

Other	1(50.00%)	0	0	2(28.57%)	1(50.00%)	0
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Findings of Discrimination Rendered by Issues	Comparative Data					
	2009	2010	2011	2012	2013	2014
Findings After Hearing	1	1	4	7	0	0
Appointment	0	0	0	0	0	0
Assignment	0	0	1(25.00%)	2(28.57%)	0	0
Awards	0	0	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	0	0	0	1(14.29%)	0	0
Duty Hours	0	0	0	1(14.29%)	0	0
Evaluation/Appraisal	0	0	1(25.00%)	3(42.86%)	0	0
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	0	1(100.00%)	2(50.00%)	1(14.29%)	0	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	1(14.29%)	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	1(14.29%)	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	1(14.29%)	0	0
Time and Attendance	1(100.00%)	0	0	2(28.57%)	0	0
Training	0	0	1(25.00%)	1(14.29%)	0	0
Other	0	0	0	2(28.57%)	0	0

Findings of Discrimination Rendered by Issues	Comparative Data					
	2009	2010	2011	2012	2013	2014
Findings Without Hearing	1	1	0	0	2	0
Appointment	0	1(100.00%)	0	0	0	0
Assignment	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	0	0	0	0	1(50.00%)	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0

Pay Including Overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	1(50.00%)	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	1(100.00%)	0	0	0	1(50.00%)	0

Pending Complaints Filed in Previous Years by Status	Comparative Data					
	2009	2010	2011	2012	2013	2014
Total Complaints From Previous Fiscal Years	215	244	287	342	379	586
Total Complainants	200	222	238	300	345	541
Number of Complaints Pending in Investigation	10	9	24	23	19	68
Number of Complaints Pending in Hearing	123	144	165	219	198	262
Number of Complaints Pending in Final Action	81	83	90	89	157	250
Number of Complaints Pending in Appeal with EEOC Office of Federal Operations	165	177	200	232	244	253

Complaint Investigations	Comparative Data					
	2009	2010	2011	2012	2013	2014
Pending Complaints Where Investigation Exceeds Required Time Frames	130	161	210	292	339	492